



Impact on Employee Health Due to Excess Working Culture

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ABSTRACT

In this research, the impact of the excessive working culture on employee's health, especially the impacts of long working hours and workload on employee's physical, psychological and emotional health been examined. In the current competitive business world, the employees in most cases have to work outside the regular working hours in order to meet the organizational objectives. Although it will make them work productively, there is likelihood that they will get stressed, tired, exhausted, feel burnt out, less satisfied with the jobs and have a poor work-life balance. The study will adopt a descriptive research design and use primary as well as secondary data in its study. In collecting the primary data, I am going to use a structured questionnaire that will be filled by the 100 employees. The questions will be answered on a 5-point Likert scale. On the other hand, the secondary data will be collected from research journals, books, company reports, government publications and any other published sources. The collected data will be analyzed using percentage analysis, correlation, regression and chi square tests. The results of this study indicate that the majority of employees usually work long hours and suffer from physical tiredness, headache, eye strain, emotional exhaustion, stress, anxiety, lack of concentration and difficulty in maintaining a good work-life balance. Statistical analysis indicates a strong positive relationship between the long working hours and employee's health. In conclusion, this study suggests that organizations should consider the well-being of employees by implementing flexible work schedules, employee wellness programs, stress management programs, taking rest breaks and promoting work-life balance. This would improve the health of employees, increase their job satisfaction, boost the productivity, reduce absenteeism and foster the growth of organization.

Keywords: Long Working Hours Physical Health Mental Health Stress & Burnout Overall Quality Of Life

INTRODUCTION

In the current business setting, companies strive to be more productive and satisfy their customers' expectations while gaining competitive advantage. This way, workers are often forced to put extra effort and work during off-work hours. The excessive working culture has become quite widespread nowadays among various industries, because people are under the impression that long working hours and constant pressure are crucial for being successful in business. Even though such approach positively influences business results, there are numerous negative consequences of the excessive working culture that affect physical, psychological and emotional health of employees. The excessive working culture influences employees in many ways. For example, working overtime causes physical tiredness, headaches, problems with sleeping, eyes' strain, and lack of energy. Meanwhile, constant work pressure leads to stress, anxiety, emotional exhaustion, burnout, and inability to concentrate. In addition, people who suffer from stress at work find it difficult to balance work and personal life and this, in turn, negatively affects their quality of life. Such problems lead not only to decreased health state but also to reduced motivation, productivity, job satisfaction, and organizational commitment. The importance of good health of employees has been discussed rather actively recently, since nowadays it is understood that healthy employees are more motivated and dedicated to the organization. Development of such aspects as flexible working environment, employee well-being programs, stress management and rest can decrease negative consequences of the excessive working culture. Promoting the work-life balance helps increase employee loyalty, productivity, and reduces absenteeism of employees. This research aims to



investigate the influence of excessive working culture on employees' health by examining the influence of the excessive working culture on physical health, psychological health, stress and burnout, work-life balance, and general well-being of employees. Moreover, this research will discuss major reasons of the development of excessive working conditions and propose certain recommendations that can help companies develop better workplace practices.

REVIEW OF LITERATURE

Parent-Lamarche et al. (2026) Parent-Lamarche et al. (2026) performed a systematic review in order to evaluate the effects of teleworking on the physical and psychological well-being of employees. In particular, Parent-Lamarche et al. (2026) explored the effect of teleworking in relation to the psychosocial work environment. According to their findings, although teleworking brings about certain advantages, including autonomy and better work-life balance, it may also result in overload of tasks, social isolation, and blurring of boundaries between work and life. **Bernstrøm et al. (2025)** The practice of compressing the work week involves working longer hours each day, but less days at work, which is put in place in order to satisfy both individual and organizational needs. Although the proponents of compressed work week cite several advantages, such as better work-life balance and less time spent traveling, the impacts of compressed work week on employee health/wellbeing and performance at work remain unknown. The aim of this study is to review existing research on the subject. **WHO & International Labour Organization (2021)** Working long hours was responsible for 745 000 deaths from stroke and ischemic heart disease in 2016, reflecting a 29 per cent increase since 2000, the most recent estimates from the World Health Organization and the International Labour Organization reveal in an article published today in Environment International. **Korale-Gedara et al. (2026)** In a study conducted by Korale-Gedara et al. (2026), an association between long working hours and obesity was explored in 33 OECD countries. It was discovered that workers with extended working hours were at a higher risk of becoming obese because of less time spent on exercise and stress from work. The researchers pointed out that long working hours can cause obesity through the sedentary way of life and high cortisol levels. **Pega et al. (2021)** A systematic review and meta-analysis by Pega et al. (2021) was done on behalf of the WHO/ILO Joint Estimates to investigate the connection between long working hours and depression. It is reported that being exposed for a long time to long working hours increases the chances of developing depression, which identifies long working hours as a critical occupational risk factor. **Ahmad, N. R., Ullah, I., Aziz, M. U., & Iqbal, F. (2025)** A quantitative research on 350 workers from different sectors studied the impact of work stress, organizational variables, and well-being. It was found that there is a significant inverse relation between work stress and well-being. Leadership styles and work environment have an effect on the level of stress and burnout. It was concluded that effective organizational interventions can minimize burnout and improve mental well-being.

Research Gap

Despite there being many studies that explore the relationship between working overtime and well-being of workers, there still exist some research gaps in this area. First, most of the research conducted previously mainly concentrates on the issues of occupational stress, burnout, and work-life balance as individual phenomena, without giving a look at how working excessively impacts employee well-being. Besides, most of the studies conducted in this field come from developed countries, while little evidence has been collected in developing nations such as India, where organizational practices, cultural factors, and labor environment vary greatly.

Moreover, most of the researches conducted focus on the mental health problems caused by excessive work, paying relatively little attention to the joint effect of excessive work on the physical and psychological state of employees and their productivity. Also, there is little research exploring ways in which organizations can help their employees cope with excessive work-related health issues through the means of organizational support, flexible work policies, and other wellness programs. Thus, the purpose of this study is to fill these gaps and conduct a comprehensive exploration of the influence of excessive work on employees' well-being and ways organizations can address them.



Objectives

The primary objective of this research is to analyze the effect of excessive working culture on the physical and mental well-being of the employees. The objective of the research is to analyze the major reasons for creating excessive working conditions and explore the impact of working for a longer time, higher workload, tight deadlines, and constant work pressure on the physical and mental health of employees. The study will particularly focus on identifying the health problems caused by the working long time, which include physical tiredness, fatigue, stress, anxiety, burnout, and others. Moreover, the study is aimed at analyzing the link between excessive working conditions and productivity of employees, evaluating the effect of excessive working hours on the work-life balance of employees, and workplace factors causing fatigue among employees and associated health problems.

RESEARCH METHODOLOGY

The current study has employed a descriptive research design in order to explore the effect of the culture of excessive working on health of the employees. Quantitative research methodology has been used for collecting the numeric data from the employees pertaining to their work environment, working hours, workload, level of stress and their overall health. The study has used both primary and secondary sources of data. Primary data have been collected using a structured questionnaire containing closed-ended questions measured using a five point Likert Scale. The questionnaire contains questions about the demographics of the respondents and several issues regarding excessive working culture like long working hours, work pressure, overtime, work-life balance, job burnout, physical health, mental well-being, and job satisfaction of the employees. Secondary data have been collected from various research journals, books, articles, government reports, company reports, and other credible online sources concerning the issues of employee health and excessive workplace culture.

The population of this study comprises employees working in different sectors such as information technology, manufacturing, banking, healthcare, education, and others service-based industries. One hundred employees are chosen as the sample using convenience sampling technique on the basis of accessibility and willingness of the respondents to participate in the survey. The collected data are organized, coded, and analyzed using various statistical techniques like percentage analysis, frequency distribution, mean, standard deviation, correlation analysis, and chi-square test using Microsoft Excel or SPSS software. The results are presented in the form of tables, graphs, and charts in order to make their interpretation easier. The ethical considerations have been taken care of throughout the study in terms of voluntary participation of the respondents, obtaining their informed consent, and maintaining the confidentiality of their information. Though, the findings of the study provide an insight into the link between excessive working culture and employee health, yet, they are restricted by some factors such as small sample size, selection of the particular organizations and limited time period of research.

Data Analysis and Interpretation

Demographic Analysis

Title	Frequency	Percentage
Age (21-30)	35	35%
Gender (Male)	67	66.34%
Designation (Subordinates)	96	96%

Interpretation

From the above table, it can be seen that 35% of the subjects belong to the age category of 21-30 years, reflecting a substantial presence of young employees among the study subjects. The number of males among the study subjects comprises 66.34% of the total number of subjects. As far as the designation is concerned, 96% of the subjects belong to the subordinate category, reflecting that the sample mainly comprises subordinate-level employees.

Correlation Analysis

Long Working Hours and Physical Health

H0= There Is No Relationship Between the Long Working Hours and Physical Health

H1= There Is Relationship Between the Long Working Hours and Physical Health

Correlations

	I regularly work beyond my scheduled working hours.	Long working hours leave me physically exhausted at the end of the day.
I regularly work beyond my scheduled working hours.	Pearson Correlation 1	.367***
	Sig. (2-tailed)	<.001
	N	100
Long working hours leave me physically exhausted at the end of the day.	Pearson Correlation .367***	1
	Sig. (2-tailed)	<.001
	N	100

***. Correlation is significant at the 0.001 level (2-tailed).

Interpretation

According to the correlation test, there exists a positive and statistically significant association between working outside working hours and physical exhaustion at the end of the day. The value of Pearson correlation coefficient is $r = 0.367$. This represents a moderately positive relationship. It implies that workers who work overtime tend to suffer from high levels of physical exhaustion. The probability value is less than 0.001. This means that the association is statistically significant at 0.001 level. In conclusion, it can be stated that working overtime is significantly associated with physical exhaustion of workers.

Regression Analysis

Long Working Hours and Overall Quality of Life

H0= There Is No Impact Between the Long Working Hours and Overall Quality of Life

H1= There Is Impact Between the Long Working Hours and Overall Quality of Life

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.318 ^a	.101	.092	.702

a. Predictors: (Constant), I often stay late to complete my assigned tasks.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.421	1	5.421	11.002	.001 ^b
	Residual	48.289	98	.493		
	Total	53.710	99			

a. Dependent Variable: Long working hours negatively affect my overall quality of life.

b. Predictors: (Constant), I often stay late to complete my assigned tasks.

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	3.020	.381		7.945	<.001
	I often stay late to complete my assigned tasks.	.282	.085	.318	3.317	.001

a. Dependent Variable: Long working hours negatively affect my overall quality of life.

Interpretation

From the regression analysis, it has been observed that there exists a statistically significant relationship between the predictor staying late to do assigned work and the dependent variable. From the analysis, the

value of R has come out to be 0.318 and the value of R^2 is 0.101, which means that staying late to complete assigned tasks explains about 10.1% variation in the dependent variable. The output of the ANOVA table also supports that there exists a statistically significant relationship between the predictor and the dependent variable ($F= 11.002$, $p=0.001$), which implies that the predictor contributes to explain the dependent variable in a significant manner. From the coefficient results, it can also be seen that the predictor staying late has got positive and significant effects on the dependent variable ($B= 0.282$, $\beta=0.318$, $t= 3.317$, $p= 0.001$). It implies that as employees more frequently stay late to complete assigned tasks, their perception of the negative impact of long working hours on their quality of life is positively associated with it.

Chi Square Analysis

Gender and Mental Health

H0= There is no association between the gender and mental health

H1= there is association between the gender and mental health

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Long working hours negatively affect my mental health.	100	100.0%	0	0.0%	100	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.999 ^a	3	.262
Likelihood Ratio	5.133	3	.162
Linear-by-Linear Association	3.089	1	.079
N of Valid Cases	100		

a. 3 cells (37.5%) have expected count less than 5. The minimum expected count is .66.

Interpretation

The Chi-Square test was performed to determine whether gender influences the view on long working hours negatively affecting mental health among 100 respondents. The value of the Pearson Chi-Square is 3.999 for 3 degrees of freedom with a significance value of 0.262. Since the significance value exceeds 0.05, the results obtained are not statistically significant, and thus, no significant relationship exists between gender and the view that long working hours negatively affect mental health. This means that both male and female respondents do not differ significantly in their views about the negative influence of long working hours on mental health. While the value of the Linear-by-Linear Association also proves a non-significant result ($p=0.079$), it should be noted that the test may require interpretation with caution due to the fact that 37.5% of cells have expected counts less than 5.

Limitation

The study on the effect of long working hours on employee health suffers from some limitations which must be taken into consideration while analysing the results of the study. For example, the sample size for the study is relatively small at 100 respondents only and hence the results might not be generalized for all employees. Moreover, the study is limited to a particular region and certain industries and thus results may differ depending on the region or the industry. Due to the limitation of the time duration of the study, long term effects of working hours on health cannot be analysed. The data collection is done using self-reported information which may be affected by the personal opinion of the respondent or any reluctance on the part of the respondent. Another limitation of the study is that it only concentrates on long working hours and its effect on employee health ignoring all other factors affecting the health of an employee.



Managerial Implications

The conclusions drawn from the findings of this study have significant managerial implications with respect to handling health issues of employees. Given that working long hours has links with physical tiredness, stress, exhaustion, and lack of a proper work-life balance, it is imperative that managers do not give tasks to workers that take them beyond the time schedule of work assigned to them. It is vital that companies provide proper allocation of workloads, adequate staffing, appropriate deadlines, and sufficient time intervals for rest and relaxation to lower work pressure and fatigue. Managers could opt for flexible working practices and rotation shifts, especially in industries such as logistics, where work happens round the clock. Employees' health programs and health checks, stress management assistance, and counselling must also be promoted.

DISCUSSION

It is evident from the research that excessive work culture has an adverse effect on the health and well-being of employees. Excessive hours of work and workload lead to exhaustion, headaches, fatigue, stress, anxiety, mental tiredness, and lack of concentration. It is also evident from the results of the study that excessive work de-motivates employees, negatively impacts work-life balance, and adversely affects the quality of life of employees.

CONCLUSION

The present study on “Impact on Employee Health Due to Long Working Hours” concludes that excessive working hours have a significant negative impact on employees' physical and mental health. The findings show that long working hours are associated with physical exhaustion, fatigue, stress, anxiety, burnout, sleep problems, and reduced motivation. The study also found a significant relationship between long working hours and physical health, as well as between stress and work-life balance. Employees working for extended periods may experience difficulty maintaining a healthy balance between their professional and personal lives, which can reduce overall quality of life and productivity. Therefore, organizations should promote reasonable working hours, adequate breaks, proper workload distribution, flexible work arrangements, and stress-management programmes. Maintaining employee well-being is essential for improving job satisfaction, productivity, and long-term organizational success

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